

Senate File 214 - Introduced

SENATE FILE 214

BY RAGAN

A BILL FOR

1 An Act relating to a coordinated health care workforce
2 recruitment and retention effort.
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. HEALTH WORKFORCE RECRUITMENT AND RETENTION —
2 COORDINATED EFFORT.

3 1. The department of public health shall lead a coordinated
4 effort to address recruitment and retention of direct care
5 professionals and other health care professionals, including
6 but not limited to nursing, mental health, and oral health
7 professionals, necessary to meet the current and future demand
8 for critical health care services and long-term services and
9 supports in the state.

10 2. In partnership with key public and private stakeholders
11 including but not limited to representatives of employers and
12 direct care professionals from various settings, consumers,
13 family caregivers, advocates, community colleges, labor,
14 the Iowa caregivers, united way, the Olmstead consumer task
15 force, and the departments of education and human services,
16 the department on aging, the office of the long-term care
17 ombudsman, and other stakeholders, and in alignment with
18 recommendations of the older Iowans legislature, the elevate
19 aging collaborative, the future ready Iowa initiative, the Iowa
20 skills2compete coalition, the 2016 direct care workforce summit
21 and the direct care workforce 2020 regional listening sessions,
22 and of other appropriate entities, the department shall do all
23 of the following:

24 a. Expand existing recruitment and retention efforts of the
25 direct care workforce initiative including competency-based
26 training and specialty endorsements in Alzheimer's disease and
27 dementia, mental health, oral health, and other areas; and
28 provide the needed infrastructure, policies, procedures, and
29 repository to support accurate recordkeeping and portability
30 of training credentials and certifications for direct care
31 professionals.

32 b. Lead a multistakeholder and interagency initiative to
33 inform policy making and to identify and implement strategies
34 to do all of the following:

35 (1) Increase compensation and provide benefits for

1 those who work in the direct care sector and other health
2 professions that may include individual tax credits, minimum
3 wage increases, and increased provider reimbursements.

4 (2) Conduct data analysis specific to various aspects of
5 the direct care workforce and other health care professions
6 including worker turnover and best practices.

7 (3) Provide forgivable loans and scholarships for
8 high-demand health care sectors and place a high priority on
9 strategies to attract new and more diverse populations to
10 the health care field as well as retain older workers and
11 individuals with disabilities in the field for a longer period.

12 c. Retain existing successful workforce initiatives and
13 allocate unused portions of funds to health and long-term
14 services and support initiatives to more fully support existing
15 direct care professional initiatives and other health care
16 professional recruitment and retention efforts.

17 3. The department of public health shall provide a progress
18 report to the governor and the general assembly by January
19 1, 2018, and annually by January 1, thereafter, including
20 recommendations for changes in law or funding to support the
21 coordinated effort.

22 EXPLANATION

23 The inclusion of this explanation does not constitute agreement with
24 the explanation's substance by the members of the general assembly.

25 This bill relates to health workforce recruitment and
26 retention. The bill directs the department of public health
27 (DPH) to lead a coordinated effort to address recruitment and
28 retention of direct care professionals and other health care
29 professionals, including but not limited to nursing, mental
30 health, and oral health professionals, necessary to meet the
31 current and future demand for critical health care services and
32 long-term services and supports in the state.

33 The bill directs DPH, in partnership with key public and
34 private stakeholders and in alignment with recommendations of
35 various task forces, workgroups, and coalitions to: (1) expand

1 existing recruitment and retention efforts for direct care
2 professionals and provide the needed infrastructure, policies,
3 procedures, and repository to support accurate recordkeeping
4 and portability of training credentials and certifications
5 for direct care professionals; (2) lead a multistakeholder
6 and interagency initiative to inform policy and to identify
7 and implement strategies to increase compensation and provide
8 benefits for those who work in the direct care sector and
9 other health professions, conduct data analysis specific to
10 various aspects of the direct care workforce and other health
11 care professions including worker turnover and best practices;
12 and provide forgivable loans and scholarships for high-demand
13 health care sectors and place a high priority on strategies
14 to attract new and more diverse populations to the health
15 care field as well as retain older workers and individuals
16 with disabilities in the field for a longer period; and (3)
17 retain existing successful workforce initiatives and allocate
18 unused portions of funds to health and long-term services and
19 support initiatives to more fully support existing direct care
20 professional initiatives and other health care professional
21 recruitment and retention efforts.

22 The bill directs DPH to provide a progress report to the
23 governor and the general assembly by January 1, 2018, and
24 annually by January 1, thereafter, including recommendations
25 for changes in law or funding to support the coordinated
26 effort.